

LIVINGSTON EMPLOYER BREEZE

Volume 8, Issue 4

Published by the Livingston Job Service Center



June, 2006

SUMMER VISITORS

By Skip Shiver

It's summertime once again and that means it's time for foreign exchange students to arrive here in Montana for work and travel during their summer vacations. Many local employers enjoy and benefit from employing these foreign visitors. With the advent of the Homeland Security Act and hot Immigration issues however, there are some things you should know if you plan to hire one or more of these students. The following information provides some of the basic guidelines for understanding the exchange visitor program. For more detailed information, please visit the U.S.

Department of State website at: <http://www.state.gov/>

The purpose of the Exchange Visitor Program is to provide foreign nationals with opportunities to participate in educational and cultural programs in the United States and return home to share their experiences, and to encourage Americans to participate in educational and cultural programs in other countries. The Exchange Visitor Program currently includes 13 different exchange program categories, of which the Summer Work/Travel program is one.

The Summer Work/Travel program is a period of time up to, but not exceeding four months. Participants generally are admitted entry to the United States under the J-1 Visa status. These students may not work at any other time except during the period indicated on their program forms. Extensions are not permitted. At the conclusion of their program, participants are expected to return to their homes.

All J-1 Visa program participants are granted a 30-day travel status period that follows the successful completion of their program. This period is NOT to be included in their program dates. The grace period allows participants to travel domestically and/or to prepare for and depart the United States. It is not to be used for any other purpose.

All exchange visitors and their dependents, regardless of their program category, are required to have their own medical insurance. This insurance coverage must be in effect when they enter the United States in order for them to participate in the program.

Sponsors are required to provide both pre-arrival information and an orientation session to all summer work/travel program participants that includes employment opportunities, employer contact information and details on how to secure lodging.

Participants may not be employed in medical or related occupations, as domestic employees in U.S. households, or in positions that require them to invest their own money to provide themselves with inventory for the purpose of door-to-door sales.

Participants must receive the same pay and benefits as U.S. citizens in the same or similar positions. Participants may receive Social Security numbers and are responsible for all taxes owed on wages earned. Contact the Montana Department of Revenue for further information.

Sponsors must monitor the progress and welfare of their participants, as well as maintain their current addresses and telephone numbers.

FRONT LINE CERTIFICATION PROGRAM

A Model For The State

By Michele Letendre

Recognizing the value of the front line employee and the need to support that person with ongoing education, Livingston initiated the first ever Front Line Certification Program on Secretary's Day, April 26. Seventeen men and women have been enrolled in what is becoming a model program that many other Montana towns are looking at initiating.

Front line staffers from a cross section of Park County communities attend a once-a-month, two-hour luncheon meeting – and that two-hour period is crammed with up-to-date information on local resources available in Park County and professional skills used in a professional setting.

Just over the past two months, participants gained knowledge on how people learn from Learning Partners, how to remember names from the Livingston Job Service, and customer service from Solutions For Success. Yet to come? Topics covering inter-office conflict resolution, office organization, speaking, understanding the generations, time management, stress management, and assisting customers with disabilities.

The 12 month program culminates with an all day retreat at Chico, when participants evaluate this past year, identify potential participants for the next year, and celebrate their completion.

The Front Line Certification Program is sponsored by the partners of the Yellowstone Area Workforce System (YAS). YAS is comprised of social service providers, educators, city and county officials, chambers of commerce and businesses working together for the residents of Park and Gallatin counties. It is underwritten in part by JSEC and the Livingston Job Service.

IN THIS ISSUE.....

Summer Visitors.....	Page 1
Front Line Certification.....	Page 1
History In The Making	Page 2
Child Labor Laws.....	Page 3
Statistics	Page 4

HISTORY IN THE MAKING

By Bob Kincaid

Here are some facts about the 1500s

Most people got married in June because they took their yearly bath in May and still smelled pretty good by June 20. However, they were starting to smell so brides carried a bouquet of flowers to hide the body odor. *Hence the custom today of carrying a bouquet when getting married*

Baths consisted of a big tub filled with hot water. The man of the house had the privilege of the nice clean water, then all the other sons and men, then the women and finally the children - last of all the babies. By then the water was so dirty you could actually lose someone in it. *Hence the saying, "Don't throw the baby out with the bath water."*

Houses had thatched roofs-thick straw-piled high, with no wood underneath. It was the only place for animals to get warm, so all the dogs, cats and other small animals (mice, bugs) lived in the roof. When it rained, it became slippery and sometimes the animals would slip and fall off the roof. *Hence the saying "It's raining cats and dogs."*

There was nothing to stop things from falling into the house. That posed a real problem in the bedroom where bugs and other droppings could really mess up your nice clean bed. *Hence, a bed with big posts and a sheet hung over the top afforded some protection.* That's how canopy beds came into existence.

The floor was dirt. Only the wealthy had something other than dirt. *Hence the saying "dirt poor."* The wealthy had slate floors that would get slippery in the winter when wet, so they spread thresh (straw) on the floor to help keep their footing. As the winter wore on, they kept adding more thresh until when you opened the door it would all start slipping outside. A piece of wood was placed in the entranceway. *Hence the saying a "thresh hold."*

In those old days, they cooked in the kitchen with a big kettle that always hung over the fire. Every day they lit the fire and added things to the pot. They ate mostly vegetables and did not get much meat. They would eat the stew for dinner, leaving leftovers in the pot to get cold overnight and then start over the next day. Sometimes the stew had food in it that had been there for quite a while. *Hence the rhyme, "Peas porridge hot, peas porridge cold, peas porridge in the pot nine days old."*

Sometimes they could obtain pork, which made them feel quite special. When visitors came over, they would hang up their bacon to show off. It was a sign of wealth that a man "could bring home the bacon". They would cut off a little to share with guests and would all sit around and "*chew the fat.*"

Those with money had plates made of pewter. Food with high acid content caused some of the lead to leach onto the food, causing lead poisoning and death. This happened most often with tomatoes, so for the next 400 years or so, *tomatoes were considered poisonous.*

Bread was divided according to status. Workers got the burnt bottom of the loaf, the family got the middle, and guests got the top, or "*upper crust.*"

Lead cups were used to drink ale or whisky. The combination would sometimes knock them out for a couple of days. Someone walking along the road would take them for dead

and prepare them for burial. They were laid out on the kitchen table for a couple of days and the family would gather around and eat and drink and wait and see if they would wake up. *Hence the custom of holding a "wake."*

England is old and small and the local folks started running out of places to bury people. So they would dig up coffins and would take the bones to a "bone-house" and reuse the grave. When reopening these coffins, 1 out of 25 coffins were found to have scratch marks on the inside and they realized they had been burying people alive. So they thought they would tie a string on the wrist of the corpse, lead it through the coffin and up through the ground and tie it to a bell. Someone would have to sit out in the graveyard all night (*the "graveyard shift"*) to listen for the bell; thus, *someone could be "saved by the bell" or was considered a "dead ringer".*

And that's the truth.

CHILD LABOR LAWS REVISTED (again)

By Elizabeth Anderson

It's that time of the year again. School is out and kids are on the prowl to find a job to earn money for the summer. Some of you may have openings that you would like to fill with kids less than 18 years of age. Some of you, like me, are parents whose child is looking for summertime employment. In both instances, it is very important to know and understand the child labor laws.

First, let me give you some of the history of why the child labor laws were created. European settler's social values dictated that children were required to work and "equated idleness with pauperism". Some courts would order all households, including children, to work, and some of the colonies adopted "poor laws" that required the apprenticeship of poor children, some as young as the age of 3. Of course, slavery was also viewed as appropriate. With the industrial revolution came the factories and women and children were expected to fill the labor supply. Many advertisements in newspapers showed that factory managers preferred to hire families with children or widows with children. As the number of factories multiplied, the social ethics started to change. Children were growing up without education and the long workdays and weeks didn't allow time for study.

The first child labor law was passed in 1836 by Massachusetts; children under the age of 15 employed in manufacturing were required to spend at least 3 months each year in school. After the Civil War, textile industries grew in the south; 6 and 7 year olds were recruited to work in hot factories for 13-hour days for paltry wages. The south was resistant to changing these conditions. It wasn't until 1938, when the Fair Labor Standards Act was passed that any meaningful Federal child labor laws were developed. That brings us up to today's requirements for minors under the age of 18. The laws were developed to confine periods of employment for minors that will not interfere with their schooling, and also to limit types of employment so as not to interfere with their health and well-being. So, here we go on what 14 & 15 year olds can (and cannot) do and what 16-17 year olds can (and cannot) do.

14-15 yr olds

- ◆ May work in grocery stores and supermarkets, but only in certain jobs:
- ◆ May perform cashiering, shelf stocking, and the bagging and carrying out of customer orders
- ◆ May perform clean up work, including the use of vacuum cleaners and floor waxers
- ◆ May perform limited cooking duties involving electric or gas grills that do not entail cooking over an open flame. They may also cook with deep fryers that are equipped with and utilize devices that automatically raise and lower the “baskets” into and out of hot grease or oil. They may not operate NIECO broilers, rotisseries, pressure cookers or fryolaters.
- ◆ May not perform any baking
- ◆ May not operate, clean, set-up, adjust, repair or oil power-driven machines including food slicers, processors or mixers
- ◆ May clean up kitchen surfaces and non-power-driven equipment, and filter, transport and dispose of cooking oil, but only when the temperature of the surfaces and oils do not exceed 100°F
- ◆ May not operate power-driven lawn mowers or cutters or work in freezers or meat coolers
- ◆ May not work in warehousing or load or unload goods to or from trucks or conveyors
- ◆ Are prohibited from working in any of the Hazardous Orders
- ◆ May work in office and clerical work, including the operation of office machines
- ◆ Cashiering, selling, modeling, art work, work in advertising departments, window trimming and comparative shopping
- ◆ Price marking and tagging by hand or by machine, assembling orders, packing and shelving
- ◆ Errand and delivery work by foot, bicycle, and public transportation

Hours standards for 14-15 yr olds

- ◆ May work outside of school hours
- ◆ No more than 3 hours on a school day, including Fridays
- ◆ No more than 8 hours on a non-school day
- ◆ No more than 18 hours during a week when school is in session
- ◆ No more than 40 hours during a week when school is not in session
- ◆ Between 7 a.m. and 7 p.m. – except between June 1 and Labor Day when the evening hour is extended to 9 p.m.

16-17 yr olds may be employed for unlimited hours in any occupation other than those declared by the Secretary of Labor as hazardous. In the grocery store industry, hazardous equipment would include power-driven meat processing machines (to include meat slicers, saws, patty forming machines, grinder or choppers), forklifts, commercial mixers and certain power-driven bakery machines. Employees under 18 are not permitted to operate, feed, set-up, adjust, repair or clean such machines.

As stated on the website for the U.S. Department of Labor “generally, no employee under 18 years of age may operate a forklift, drive a motor vehicle on a public road as part of his or her employment, or serve as an outside helper on a motor vehicle on a public road. 17-year-olds who meet certain

specific requirements, however, may drive automobiles or trucks that do not exceed 6,000 pounds gross vehicle weight for limited amounts of time as part of their job. Such minors are, however, prohibited from making time sensitive deliveries (such as deliveries of catered food or other trips where time is of the essence) and from driving at night.

Minors under 18 may not operate or unload scrap paper balers or paper box compactors. Sixteen- and 17-year-olds may load such machines under certain specific circumstances.”

Of course, with these being Federal rules, there are other restrictions on what 14 to 17-year olds can and cannot do. If you have any questions, please contact us at 222-0520 or go to www.dol.gov. Once there, in the upper right hand corner, click on the Search/A-Z index. Clicking on “C” will get you to the child labor laws.

Lawn care and residential chores performed by minors on a casual basis for the owners of private residences is not subject to Montana child labor provisions. Lawn care performed other than in this limited capacity is subject to the law.

Minors age 14 and 15 cannot operate power driven equipment such as lawn mowers and power driven string trimmers. They can perform other domestic garden and lawn care chores using hand operated devices such as shovels, rakes, hoes etc. Minors 16 and 17 years of age can use power mowers and string trimmers. They can’t use chain saws and string trimmers equipped with brush and wood cutting blades.

H	T	U	Z	B	C	D	H	I	X	Y	O
A	A	V	Z	P	U	N	A	E	L	C	Q
B	S	Z	Y	C	B	E	G	J	C	B	P
C	R	W	A	D	A	F	F	U	W	A	O
D	Q	X	X	R	Z	G	P	K	L	G	N
E	P	Y	W	E	D	A	E	L	I	G	M
F	B	Z	V	F	T	O	D	M	M	I	L
G	A	A	U	I	Y	H	U	N	I	N	K
H	B	B	O	G	X	I	C	S	T	G	J
I	Y	N	F	G	W	J	B	A	E	G	I
S	S	C	F	S	V	K	A	F	D	R	H
W	I	D	I	R	U	L	Z	E	H	O	G
A	T	E	C	E	T	G	Y	E	O	C	F
L	T	F	E	P	S	N	X	M	U	E	E
R	I	G	W	A	R	I	W	P	R	R	E
O	N	H	O	P	Q	V	V	L	S	I	G
B	G	I	R	R	P	I	U	O	V	E	A
A	O	J	K	E	O	R	T	Y	U	S	M
L	N	K	T	V	E	D	S	M	T	Z	U
D	M	L	S	I	N	O	R	E	S	A	M
L	L	M	H	L	M	N	Q	N	R	B	I
I	K	S	R	E	L	M	P	T	Q	C	N
H	A	N	Q	D	K	N	O	O	P	D	I
C	J	O	P	I	J	S	R	O	N	I	M

Child labor laws
Occupations
Safe Employment
Limited hours
Bagging groceries
No driving
Babysitting

Hazardous
Minors
Minimum Age
Cashier
Office work
Deliver papers
Clean up

SEMINARS & TRAINING

“Workin’ It Out” classes starting in July. WIO targets individuals who are already on the job or preparing for employment in the very near future. It helps participants improve interpersonal workplace skills such as anger management, giving feedback and taking criticism, and problem solving. Classes start **Wednesday, July 12th**. Each session consists of 3 Wednesdays from 9am –2pm. For more information, call Job Service at 222-0520. Ask for Elizabeth or Zanya. Class size is limited

September 20th—**Policies and Procedures-Employee Handbooks**, Part 2 of 5, Presented by Jim Nys—Bozeman
Call 222-8901 for further information

September 26th—**Identity Theft**—Livingston

PARK, SWEET GRASS & MEAGHER COUNTY STATISTICS

POPULATION-July, 2005

US	296,410,404	
MONTANA	935,670	44th of all states
Gallatin Co.	78,210	8.0% of Montana
Meagher Co.	1,999	.2% of Montana
Park Co.	15,968	1.6% of Montana
Sweet Grass Co.	3,672	.3% of Montana

MEDIAN INCOME—2005

US	\$58,000/year
MONTANA	48,150/year
Gallatin	56,000/year
Meagher	40,100/year
Park	48,000/year
Sweet Grass	45,850/year

UNEMPLOYMENT STATISTICS—May, 2006

	<u>2005</u>	<u>2006</u>
US	4.9%	4.6%
Montana	3.6%	3.3%
Gallatin County	2.9%	2.7%
Meagher County	3.7%	3.2%
Park County	3.4%	3.3%
Sweet Grass County	1.8%	1.5%

Congratulations to Sweet Grass County with the lowest unemployment rate in the state!

FREE POSTERS, FREE POSTERS, FREE POSTERS!!
Don’t pay your good money for them! Your Livingston Job Service Workforce Center will provide them FREE!
Just call us at 222-0520.